

# JJM 101

STARTING  
EFFECTIVE  
MINISTRY





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# OVERVIEW

This resource has been created for the staff person starting JJM from scratch. We hope to provide all you need to start ministry right. There are also many pieces included in this resource that could help any staff along the journey towards developing healthier JJM.

Youth For Christ began in 1944. Billy Graham was the first full-time employee. YFC is an international movement involving over 100 member countries, each with their own indigenous leadership. In the USA, YFC is active in 150 chapters, including over 1,700 different ministry sites where young people are being reached.

## MISSION STATEMENT

YFC reaches young people everywhere, working together with the local church and other like-minded partners to develop lifelong followers of Jesus who lead by their Godliness in lifestyle, devotion to prayer and the Word of God, passion for sharing the love of Christ and commitment to social involvement.

## STATEMENT OF FAITH

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful people regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in Christ.

## NATIONAL MINISTRIES

YFC's National Ministries have proven, over time, to be transferable and reproducible in various settings across the nation.

**CAMPUS LIFE HIGH SCHOOL:** Ministers to lost students in local high schools.

**CAMPUS LIFE MIDDLE SCHOOL:** Ministers to lost students in local middle schools.

**CAMPUS LIFE MILITARY:** Ministers to lost military brats.

**CITY LIFE:** Ministers to lost teens in urban neighborhoods.

**DEAF TEEN QUEST:** Ministers to lost teens that are deaf.

**JUVENILE JUSTICE MINISTRIES:** Ministers to at-risk youth in juvenile institutions.

**PARENT LIFE:** Ministers to pregnant and parenting young people.

**YFC CORE:** Mobilizes teams of Christian kids to reach their lost friends for Christ.

## 5 ESSENTIALS

For the National Ministries to be sustainable and fruitful we believe they must implement these five essentials:

### **WIDESPREAD PRAYER**

*We deliberately engage lots of Christians to intercede on behalf of the ministry site.*

### **LOVING RELATIONSHIPS**

*We consistently pursue lost kids & engage them in life-long relationships with Jesus.*

### **FAITHFUL BIBLE TEACHING**

*We accurately handle Biblical truth, regularly coaching kids to apply it in their lives.*

### **COLLABORATIVE COMMUNITY STRATEGY**

*We intentionally work together with local churches, agencies and other partners to provide sustainable youth and family ministry.*

### **ADULTS WHO EMPOWER**

*We strategically develop leaders to reach young people from every people group.*

3Story is our operating system in YFC. We know that if we seek to abide deeply with Jesus every day and stay saturated in his Word, we will be ready and aware of the opportunities he gives us in a lost world of teenagers. It is who we want to be and how we want to live.

## 3STORY CONNECTIONS

The connection between **God's Story** and **My Story** is about abiding. *"Love the Lord your God with all your heart and with all your soul and with all your mind."* Matthew 22:37

The connection between **My Story** and **Their Story** is about loving others enough to discover their story and disclose my own. *"Love your neighbor as yourself."* Matthew 22:39

The connection between **Their Story** and **God's Story** is about introducing my friend Jesus to my friends who don't yet know him. *"For Christ's love compels us, because we are convinced that one died for all and therefore all died. And he died for all that those who live should no longer live for themselves but for him who died and was raised."* 2 Corinthians 5:14-15

**3Story is...** a way of life that spurs followers of Jesus to BE good news while telling stories of THE good news.

- \*Stories more than Steps
- \*Questions more than Answers
- \*Honesty more than Perfection
- \*Them more than You
- \*Love more than Knowledge



# RELATIONAL MINISTRY DEFINED

**YFC leaders trust God to transform lives through authentic Christ-sharing relationships where 3Story communities of grace and truth join Jesus in his ministry of reconciliation.**

## RELATIONAL MINISTRY DEFINITION

### **EXPANDED**

**Relational Ministry** happens everywhere we express 3Story—where doing flows from being. *My Story* is connected to *God's Story* by **abiding** in Christ. From the depth of my relationship with God, **loving** friendships form, and *My Story* connects to *Their Story*. Authentic relationships provide the context for our **inviting** them to join us as followers of Jesus, and we see the Holy Spirit connect *Their Story* to *God's Story*.

**Relational Ministry** is identifiable through “authentic, Christ-sharing relationships” where Jesus is presented by example and with words.

A relationship begins with a conversation whereby YFC leaders learn the name of a young person.

As the conversational relationship grows, YFC leaders start to discover each young person's unique story.

Against the backdrop of this loving discovery process, YFC leaders learn whether a young person has trusted Jesus Christ as Lord and Savior.

YFC leaders then introduce Jesus Christ as a conversational focal point in this relationship that is inclusive of shared life experiences. *This is when we say we have established an authentic, Christ-sharing relationship.*

Within the context of an authentic, Christ-sharing relationship a young person can make a well-informed decision to trust Jesus as Lord and Savior.

Authentic, Christ-sharing relationships position YFC leaders to naturally transition into deeper discipleship with young people.

By God's grace, YFC leaders empower these young people to practice their own authentic, Christ-sharing relationships.

**Relational Ministry** is centered in the person, work and teachings of Jesus Christ.

Through his sacrificial death and victorious resurrection, he alone provides new life characterized by reconciliation with God, neighbor and self. The power of sin over us—with its destruction, brokenness and chaos—has been defeated!

**Relational Ministry** ensures we are fully aligned participants in God's Kingdom by drawing upon its three-stranded Biblical DNA: **grace and truth, 3Story community**, and the **ministry of reconciliation**.



## **Grace and Truth**

"For the law was given through Moses; grace and truth came through Jesus Christ." John 1:17

"Because we loved you, it was a joy to us to give you not only the Gospel of God but our very hearts—so dear did you become to us." 1 Thessalonians 2:8

Relational ministry as modeled by Jesus is full of both grace and truth.

Lifting up Jesus as the way, truth, and life is central to our mission.

Grace without truth can be misleading.

Truth without grace can be destructive.

Grace and truth, together expressed under the leadership of the Holy Spirit, is both life-giving and transformational.

Our passion is to unclutter the gospel and give young people an opportunity to make an informed decision to follow Jesus.

Our commitment includes loving young people without conditions as an expression of the free gift of grace that we too have experienced.

Each of the 5 Essentials gives us the opportunity to apply grace and truth.

## **3Story Community**

"For this reason I bow my knees before the Father, from whom every family in heaven and on earth is named, that according to the riches of his glory he may grant you to be strengthened with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith—that you, being rooted and grounded in love, may have strength to comprehend with all the saints what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, that you may be filled with all the fullness of God." Ephesians 3:14-19

"There is one body and one Spirit—just as you were called to the one hope that belongs to your call— one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all." Ephesians 4:4

***3Story communities seek first to be loving encouragers who trust God together while spurring one another on in authentic Christ sharing relationships.***

Relational ministry occurs best in the context of a body of believers on mission together with prayer, accountability, support, and expression of gifts.

Prayer is a priority for the individual leader, the ministry team, the local churches, and the supportive community.

Prayer aligns us with the purposes of God and strengthens our obedience to the movement of the Holy Spirit.

Ministry teams are most fruitful when they are diverse, unified, and include indigenous leaders. Ministry teams are most effective when they are equipped to wisely engage young people in ways that strengthen and empower them.

When outreach flows as a part of *Our Story* we embody “the faith that was once for all delivered to the saints.” (Jude 3)

Our passion as a movement is to multiply fruitful and sustainable Ministry Sites across the nation and around the world.

Our commitment is to work “together with the local church and other like-minded partners to raise up lifelong followers of Jesus who lead by their godliness in lifestyle, devotion to the Word of God and prayer, passion for sharing the love of Christ, and commitment to social involvement.”

Each of the 5 Essentials gives shape to thriving 3Story communities.

### **Ministry of Reconciliation**

“All this is from God, who through Christ reconciled us to himself and gave us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting to us the message of reconciliation.” 2 Corinthians 5:18-19

Relational ministry holds that reconciliation with God is necessary to bring healing among individuals, families, campuses, communities, and unique populations of 11-19 year olds.

Our commitment is to a “ministry of reconciliation”, on campuses and in juvenile halls... in wide open spaces and on congested street corners... to the outcasts, the vulnerable, the isolated, the terrified.

Developing and maintaining a healthy Kingdom Culture that reflects ethnic, linguistic, gender, racial, and cultural diversity is a critical value of Youth For Christ.

Jesus touched the need of people in practical, physical ways as an expression of his identity as fully God and fully human therefore we recognize and embrace the practical applications of our mission for spiritual transformation.

Our passion is to minister in the name of Jesus. We are liberated by his forgiveness and propelled by His love, to continually declare mercy and truth.

Collaboration is our intentional effort to work alongside other organizations to serve young people, their families, and their communities.

Each of the 5 Essentials gives YFC structure to the ministry of reconciliation.

## HISTORY OF JJM

It is important to know Juvenile Justice Ministries' history before we move forward. The Juvenile Justice Ministry has had a significant role in the history of YFC. In our earliest days, just like today, there was a focus on reaching "high risk" youth, however we weren't always known as Juvenile Justice Ministry. Lifeline and Youth Guidance were our former names.

Our name changes and timeline:

- 1944 Youth For Christ begins
- 1963 Lifeline Summer Camps begin
- 1965 Lifeline Ministries begin year round
- 1966 Michigan Teen Ranch begins- this was the first residential facility
- 1968 Group Home Ministries begin
- 1972 First Youth Guidance operations manual published
- 2007 Youth Guidance name change to Juvenile Justice Ministries (JJM)

JJM will continue to reach out to high risk teens in tough places. Over the years, our focus has always been teens involved in the system and we will continue into the future.

## BALANCED LIFE MINISTRY PHILOSOPHY

The JJM philosophy of ministry equates **responsible evangelism** with **relational evangelism**. In the context of a relationship, a "balanced life" is modeled by ministry leaders and encouraged in students. The Balanced Life philosophy drives the way JJM staff engage the needs of students. Though we are deeply concerned with their spiritual need for Jesus, we are also committed to addressing the variety of needs in a young person's life including mental, physical, spiritual and social (sometimes referred to as Holistic Ministry). Entering into the deep needs of young people often models Christ's love prior to them choosing to follow Christ for a lifetime.

Meeting the needs of a young person happens through:

The Biblical base for the Balanced Life is found in Luke 2:52 & Romans 12:1-2: "And Jesus grew...

In wisdom...	<i>Mental Area</i>
And stature...	<i>Physical Area</i>
And in favor with God...	<i>Spiritual Area</i>
And men." Luke 2:52	<i>Social Area</i>

"Therefore, I urge you, brothers, in view of God's mercy to offer your bodies as living sacrifices, holy and pleasing to God - which is your spiritual worship (physical area). Do not conform any longer to the pattern of this world (social area), but be transformed by the renewing of your mind (mental area). Then you will be able to test and approve what God's will is, His good, pleasing and perfect will (spiritual area)." Romans 12:1-2

## COMMUNICATING JJM

What is JJM? This question gets posed a lot and you will need to be prepared to answer it for a wide audience. The first thing to remember is try to avoid unclear words. (especially religious phrases that mean different things to different people). It is best to seek to speak the audience's language so they understand.

### **FACILITY ADMINISTRATORS**

#### **WANT TO KNOW:**

Where does JJM fit within the facility needs?

It is important to share that JJM strives to meet the needs of the facility in a variety of ways. For example, bible studies, life skills, church services, chaplain services.

Who do you work for?

Introduce yourself, your background, and describe YFC. It could also be beneficial to share the depth of ministry in juvenile facilities across the country. (we are currently in 185 facilities across the country)

How are you different from the other ministries in our facility?

Our focus is not to be a once- a- week program, but to have a consistent presence. We want to be an asset to the facility by building relationships with not only the teens but also the staff. In our 200 programs across the USA we have seen that this is the most effective way to help teens prepare for life after release.

#### **TO ADMINISTRATORS:**

JJM is a non-denominational youth organization in about 185 juvenile facilities. We provide a variety of programming and services in a way that's beneficial and helpful. We strive to meet the needs of the facility and become an asset that helps promote change in the lives of the teens inside.

## **PARENTS**

### **WANT TO KNOW:**

#### What is JJM?

JJM is a ministry of Youth For Christ that reaches teens involved in the juvenile justice system. We provide services and programming to local juvenile facilities in hopes of building relationships with teens that will continue when they leave the facility and come back into the community.

#### How can my church get involved in JJM?

There are many ways to get involved in JJM. Directly, we strive to provide adults in authentic Christ sharing relationships with every teen inside the system. We need both volunteers for the on-going work inside the facilities, as well as mentors who will continue to work with the teen upon release. We strive to continually build our number of adults in authentic Christ sharing relationships. We also have prayer and financial needs that need to be met in order for the ministry to thrive and grow!

### **TO PARENTS:**

JJM is an arm of the church targeting un-churched teens in the juvenile justice system. We are supported by many different denominations and have learned to navigate the sometimes tricky waters of connecting to many churches, while staying focused on our mission.

## **TEENS**

### **WANT TO KNOW:**

#### Who are you? Why are you here?

My name is \_\_\_\_\_ and I work for Youth For Christ. We come into this facility to try to help you while you are here and also when you are released. I know it sounds crazy but I am here to help. If there are ways I can help you while you are here just ask! I don't get paid by the facility and I am not a guard.

#### Can you talk to the Judge for me?

I am sorry but I can't. I can't influence the judge or your probation officer but I can help in lots of other ways. I am here to get to know you and can connect with you once you leave here. We all need people in our lives that can help us when we get stuck a little.

## **BOTTOM LINE**

You are doing an incredible ministry in a mission field of hurting young people. Don't be afraid to be excited, but be as informed as possible about YFC and about the person you are talking to. We want to give them the most accurate picture of JJM possible.



# DEVELOP PRAYER TEAMS

We deliberately engage lots of Christians to intercede on behalf of the ministry site. We should not just think about forming one prayer team, but form a few that will engage lots of Christians at different levels. At minimum, your site should have five individuals praying on behalf of the ministry site. Each leader at your site should be involved in the prayer effort as well. We should intentionally engage with many people in person, through your support letters, and using social media to explore their interest in supporting your life and ministry through prayer.

**Three categories of prayer teams can easily be developed based on the frequency of your communication with them.**

## MONTHLY TEAMS

Monthly teams receive update letters or emails that contain broad stroke information about the progress being made in the mission to reach lost young people through your JJM effort. They ought to stay focused on the mission, keeping your students' stories front and center. Prayer requests will likely be a bit more general such as an upcoming trip or event.

## WEEKLY TEAMS

Weekly teams will get the chance to engage at a deeper level while you plan your schedule each week. Your team's prayer requests give them visibility into what you're doing, how you spend your time, and which activities seem to jump off the page as most important. This team prays as you head over to the school for lunch on Monday, or a ministry leader meets a student at Starbucks on Tuesday, or swing by the athletic fields after school on Wednesday. God's assistance at such times is exactly what we need to overcome our own hesitations and be Spirit-led in our actions with students. These weekly teams can easily be communicated to through email or using social media. Make your communication enjoyable to read and you will encourage them in their commitment to pray for you.

## ON-CALL WARRIORS

On-call prayer warriors may also be a part of your site's monthly and weekly teams but are committed to pray for you more regularly and specifically. We encourage each of your ministry leaders to have a group of on-call warriors they can rely on for prayer as well. Take advantage of text messaging as a way to offer frontline updates and requests to those who are on call and ready to pray.

God's people are willing to engage in the mission with you through prayer. Keeping them engaged requires you to honor your end of the bargain—**communicate as often as you promise and don't neglect sharing with them how their prayers have been answered.**

# DEVELOP A COMMUNITY SUPPORT TEAM

This team is crucial to the fruitfulness and longevity of the JJM ministry because they own the ministry at a level designed to outlive any one individual JJM site director. This team is the manpower behind the process of funding the ministry. These team members should become your greatest allies and advocates in the community.

## **ESTABLISH A START-UP TEAM**

To begin ministry, we need to organize informational meetings for Christian adults covering a wide cross-section of the community. This meeting communicates the mission of YFC and the process of establishing a start-up committee to launch a Juvenile Justice Ministry site in their community.

This start-up committee needs to include 6-12 individuals or couples representing several churches in the area. They should meet 1-2 times a month for the following purposes:

- Prayer for God's guidance and direction.
- Updates concerning the response of people who have been informed about YFC since the last meeting. This would include facility staff, churches, business people from the community, individuals passionate about this population of youth in the system etc.
- Updates concerning how much money (in pledges) have been committed.

A healthy goal for a start-up committee would be to raise at least half of the needed funds for that ministry site. As this group gathers for their meetings, it is important to always have ways individuals and churches can give to the ministry site. Money is often raised through those who are involved as committee members in this beginning stage of the ministry. It is also important to let the church community know what JJM/YFC is attempting to accomplish.

The role of the YFC leader is to attend all committee meetings, answer questions about the process, and be available for appointments with facility staff, business people in the community, and staff at local churches. The community has to be active in opening doors to key relationships.

## **ESTABLISH A COMMUNITY SUPPORT TEAM**

Once Juvenile Justice Ministry is started in a community under the direction of a Juvenile Justice Ministry director it is time to transition from a Start-Up Committee to a Community Support Team. A healthy Community Support Team includes the following:

**Who:** Minimum of 5 Christian adults/couples who believe in the mission of YFC/Campus Life and live in the community.

**Where:** Focused on one community (one main high school and the middle schools that feed into that high school).



**When:** Teams usually meet 4-6 times a year (meetings are 90 to 120 minutes each).

**What:** The Community Support Team is a group of people who support the work of YFC in the community through prayer, advice, encouragement and financial support.

## **LEAD COMMUNITY SUPPORT TEAM MEETINGS**

Each Team Meeting could involve the following key pieces:

- Update on current ministry
- Student testimony demonstrating a changed life
- Update on current budget situation
- Ministry team update
- Discuss future community support:
- Fundraising events
- Fundraising appointments
- Community awareness
- Assign tasks and next steps to team members
- Set next meeting
- Spend time in prayer

# UNDERSTANDING JJM

## HIGH RISK TEENS

If order to have an effective JJM ministry, you must have a good understanding of a high risk teen. Understanding how a high risk teen thinks and acts is crucial to connecting with them in an authentic Christ sharing relationship. The more you understand the teen you are working with, the deeper your connection will be.

to make club the most creative, well planned and most talked about meeting possible. To the student body, JJM is the place to go.

### **HOW A HIGH RISK TEEN THINKS & ACTS:**

- Lives for immediate gratification, the postponement of rewards is unacceptable
- Exhibits learned behaviors. Attitudes and behavior patterns are learned from others.
- Has a weak conscience and is less affected by guilt than the average person
- Uses people without becoming attached. People become “tools” in their quest for meaning
- No respect for law, tradition, or persons in authority
- Capable of deep loyalties and selfish love. Their loyalty to others can be unhealthy
- Believes that their behavior is reasonable. From their perspective their motives are justified.
- Pleasure is their guiding life principle. They have self-centered, materialistic, and status-oriented values
- They feel lonely—peer group does not meet needs for love and self-worth
- May exhibit high risk behaviors such as violence and suicidal ideation. Mental health is often compromised.

### **HIGH RISK TEENS NEED:**

- A safe and encouraging environment
- Strong bonds of connection with adult role models who take a vested interest in them
- To feel they are a part of a caring community that values them as someone of great worth regardless of their behavior.
- Boundaries! They need a distinctive set of rules and consequences communicated to them within the context of relationship with a person they trust. It is important that the rules are followed and consequences carried out.

- To make their own decisions and yet know that someone will stand by them if those choices lead to bad consequences.
- To know that their confidences will be kept (with the exception of when they indicate harm to themselves or others)
- You to take a genuine interest in something positive about them. (Play up strengths)
- Find ways to develop their interests
- Celebrate small successes
- Expect failures
- A good listener
- ABCs - Authenticity - Belief - Consistency
- They need relationships over programs

## SYSTEM LINGO

The more you spend time in the juvenile justice system, the more you will hear common terms and phrases. Knowing them will not only help your relationship with a teen, but will also help system officials take you seriously. Below is a list of the most common terms:

**Probation:** Young offenders will not be detained in a juvenile facility as long as they meet regularly with a probation officer and live up to the terms of their probation (e.g. avoid illegal conduct, attend school or hold down a job). Probation typically lasts for a year, but can be longer.

**Intake Officer:** An official who receives, reviews, and processes cases in which a young person is alleged to have committed an offense. The intake officer can recommend either handling the case informally or scheduling the case for a hearing in juvenile court. The intake officer may also provide referrals for juveniles and their families to other community agencies.

**Status Offender:** Youth who engage in behavior—breaking curfew, running away from home, truancy—which if committed by adults, would not be considered criminal. In other words, it is the youth's minor status which makes the action a violation of law.

**CHINS (Child in need of service):** Children can be found to be in need of supervision for behaviors such as being out of control and truancy without necessarily committing a delinquent act. Many children in foster care are considered CHINS.

Children can be found to be in need of assistance if the child's parents or guardians are unable or unwilling to give necessary and proper care to the juvenile.

**Detention Hearing:** A hearing held if a juvenile is considered dangerous or his/her well-being is threatened at which time the court decides whether the juvenile should be detained or released from custody. Similar to a pre-trial release or bail hearing.

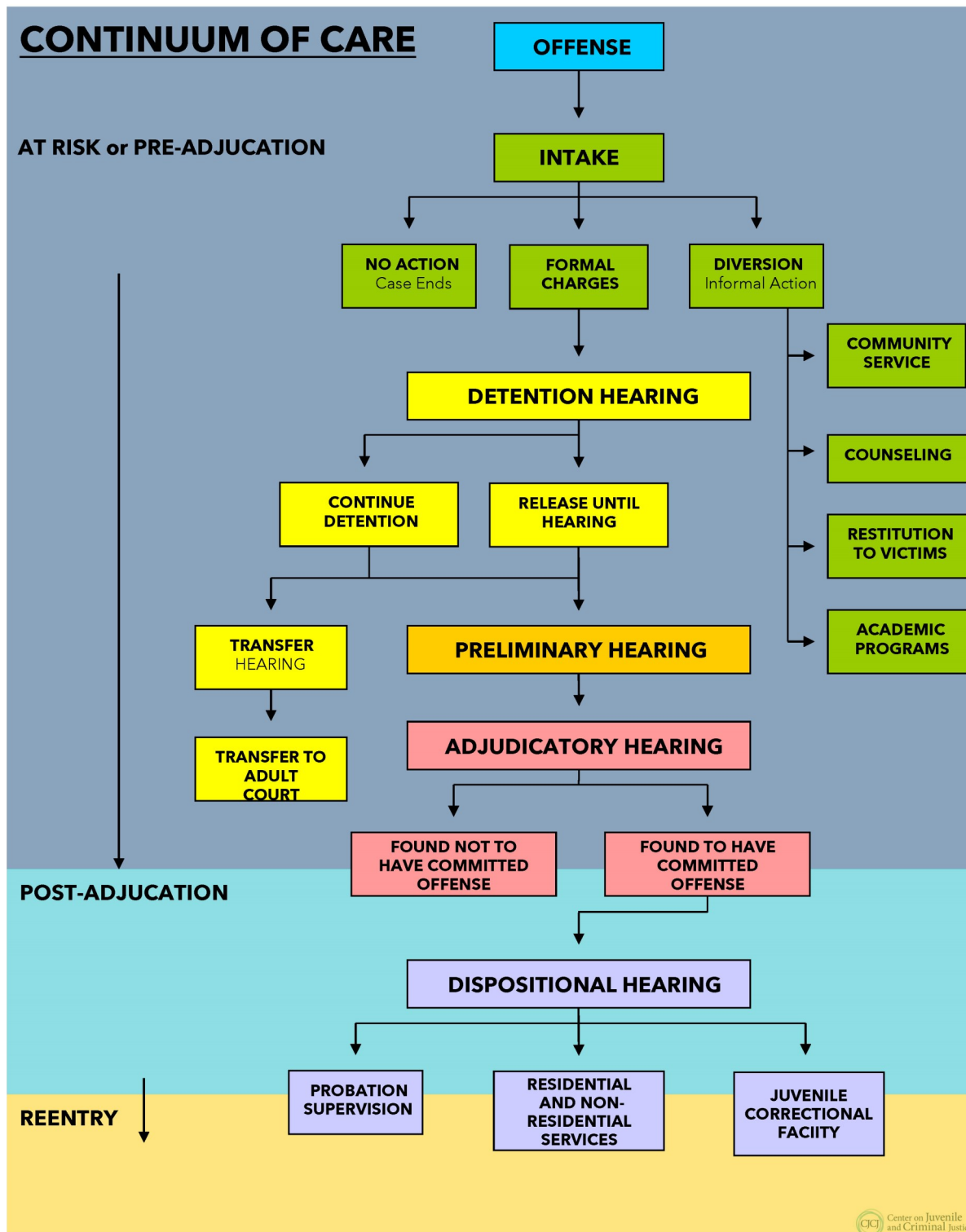
**Adjudication Hearing:** A hearing held to determine whether or not the child will be found to be delinquent. Similar to an adult criminal trial.

**Disposition Hearing:** If the juvenile is found to be delinquent, the judge will hold this hearing to review the juvenile's history and determine what action the court will take. Similar to adult criminal sentencing.

**Emancipation:** Independence of a minor from his or her parents before reaching age of majority (18).

**Recidivism:** Repetition of criminal behavior.

**Placement:** Removing a youth found to have committed an offense from the home and placing him or her elsewhere for a specified period of time, such as in a juvenile or other facility.



## FACILITIES

There are a number of different types of facilities in the juvenile justice system. Each one is unique and will have a separate set of rules, guidelines, and opportunities. Having a strategic plan for how you will develop and grow your ministry is crucial before starting JJM. It is important to prioritize the facilities in your area before you start meeting with administrators

**Juvenile Detention Centers (Pre-Adjudication):** Juvenile detention centers are secure facilities that are staffed 24 hours. Most juveniles at these facilities are being held short term and are there for criminal behaviors. Juveniles may be waiting for a hearing and/or sentencing from a case. Average stay is about 21 days in these facilities.

**Juvenile Prisons (Post-Adjudication):** Juvenile prisons are secure facilities that are staffed 24 hours. Most juveniles at these facilities are there long-term and are there for criminal behaviors.

**Residential Treatment Facilities:** Residential treatment facilities vary depending on what type of treatment is necessary. These facilities are staffed 24 hours a day, under monitoring, and have their own policies and procedures for volunteers. These facilities seek to treat and correct behaviors.

**Probation:** When a juvenile is released from a detention center they may be considered on probation for a period of time. They will report to a probation officer at a set day/time. Juveniles on probation have certain conditions or criteria that need to be met in order to be released.

**Home Detention:** Juveniles on home detention report to a home detention officer. They will serve their time in the home and be monitored by an ankle monitor or some GPS device. Teens are not allowed to leave the set parameters without prior permission from their HD officer.

## OFFICIALS

It is important to remember that we are guests in the juvenile justice system and it is a privilege to have access to teens. Building relationships with officials within the system is essential to obtain access to the facilities in your area. Knowing who to meet and build relationships with is important as you begin and grow your JJM program.

**Facility Administrator (Director, Superintendent, Judge, etc.):** This is the individual who is over the entire facility. Getting to know the facility administrator is important either initially (if you aren't connected to a volunteer services director) or as you build deeper relationships within the facility. The JJM site director should be the one who carries this relationship for the ministry. It is key to have one main YFC contact for the facility administrator.

**Volunteer Service Director:** Typically, JJM comes into a juvenile facility under the supervision of a volunteer service director. This is the person who oversees all of the volunteers that come into a facility (religious, AA, NA, etc.) It is important to have a good working relationship with this person in order to continue to gain more and more access to the facility.

**Shift Supervisor:** In most facilities you will have one or two supervisors who will be consistently present while you are in the building. Because we typically access the facility 2nd shift (usually after 2:00), the facility administrator is often not present, the shift supervisor may be the one in charge of the facility during the time you are there. Check in with them often and have a great working relationship with these people.

**Central Control:** Most facilities have a central security location with staff that control all movement within the building. It can be very advantageous for you to get to know them.

**Unit Staff:** The staff on the unit are the people you will spend the most time with while at the facility. Unit staff know the pulse of the facility, can point you to teens that need your attention, and can help you gain credibility on the unit almost instantly. Get to know their names and stories.

**TIP:**

Consider events like Donut Days and Cook In's as ways to thank and affirm your facility staff

## PROFESSIONALISM

It is vitally important to build relationships with the facility administration, supervisors, and staff. As a general rule, JJM leaders are guests in the facilities who are there to serve the teens and staff. It is important to maintain professionalism while building relationships with teens.

**Dress Code:** Most facilities have guidelines on what is acceptable to wear. JJM leaders should dress modestly and follow the guidelines of the facilities. What we wear represents who we are as an organization to the facility. You should be dressed in a similar style to the facility staff.

**Facilities:** Always follow your facility's policies and rules; refresh yourself and your team on the policies regularly. Facilities are on a schedule, so all programmed events and meetings need to start and finish on time. Make sure to show up early for any programming to allow for setup, any last minute changes, or address any issues that may have come up.

Be flexible and remember that you are a guest of the facility. If things don't go according to schedule or there are other issues that come up, don't complain to unit staff. Speak with your primary contact, or go through the proper channels to report the issue. Most of the time you will speak with the facility volunteer coordinator about any changes.

**Court:** It is important that we represent ourselves well before the legal system. Do not commit to anything that you are not prepared to follow through on. Most of the time we do not recommend testifying on behalf of teens in the facility. Testifying can put you in a tough spot if the teen does not follow up on their promises or gets released and commits another crime. When going to court, make sure to dress professionally and address each person appropriately according to their role (I.e. Judge should be addressed as 'Your Honor') Show up to court early and give yourself plenty of time before and after due to long wait times. If appropriate, write letters to the judge about a teen's involvement with JJM, the community, or other programs but do not make recommendations or give opinions on upcoming hearings.

## COLLABORATION

JJM ministry is limited in numbers, resources, and able bodies. There are a lot of teens that need to be reached and it can't do it alone. It is important to reach out to the community and churches in your area to help.

As you begin to establish JJM in your facility, remember that Spirit-led unity is crucial for fruitful and sustainable ministry. It is critical to establish positive relationships with churches and other youth workers. The Body of Christ was created to work together. And "together" means all of us - youth workers, parents, other adults - everyone who loves Jesus and loves teens. We must stand side by side for the sake of the mission of sharing Christ with lost teens.

In order for you to establish this type of unity, you will need to develop an attitude of humility.

- YFC seeks to humbly serve the local church in the mission of reaching lost young people. We are not trying to become an alternative youth group, rather a strategic extension of existing youth ministry in the area.
- YFC seeks to partner with like-minded followers of Jesus. Some churches will be excited to serve with JJM, others may not agree with YFC's strategy or statement of faith. We desire to communicate our mission clearly and do our best to unite the Body of Christ.

**Churches:** Look up churches in the area and read their statement of faith. We want to partner with like-minded churches who agree with the YFC statement of faith and have a passion for reaching lost youth.

**Contacting Churches:** Most churches have a mission board or team. Schedule a time when you can try to stop by in person. Many pastors and directors get several calls a week asking about promotions and ministry partnership. Be prepared to provide information about Youth For Christ and JJM. It's always a good idea to have an informative handout that you can leave with the contact person. Build a relationship, not just an acquaintance with someone in a church. Many churches have the capacity to support and provide help, but are selective about who they want to support.

## SHARING GOD'S STORY

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The most important relationship to point a teen to is their relationship with Jesus. Knowing the highpoints of the Gospel and being comfortable sharing them may be our most important responsibility. Depending on your context of ministry within JJM, you may have more regular opportunities to explain God's story than other YFC staff. Many incarcerated youth are hungry for hope and for gaining an understanding of the Bible.

We summarize God's Story with four words: Relationship, Resist, Restore, and Respond. They are not a formula or a linear process we must always walk through. Different teens respond first to any one of the truths these words communicate. All four truths are important, however, to ensure teens are making an informed decision.

## GOD'S STORY IN FOUR WORDS

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### Relationship

God loves you and created you to have a personal relationship with him!

"You made all the delicate, inner parts of my body, and knit them together in my mother's womb. Thank you for making me so wonderfully complex." Psalm 139:13-14

### Resist

Even though God wants a relationship, we naturally resist him. Sin is our attitude of ignoring or resisting God.

"Knowing what is right to do and then not doing it is sin." James 4:17

"Yes all have sinned; all fall short of God's glorious ideal." Romans 3:23

"The trouble is that your sins have cut you off from God." Isaiah 59:2

### Restore

Only through Jesus can our relationship with God be restored.

"For God loved the world so much that he gave his only Son so that anyone who believes in him shall not perish but have eternal life." John 3:16

"I am the way and the truth and the life. No one comes to the father except through me." John 14:6.

"He died once for the sins of all us guilty sinners, although he himself was innocent of any sin at any time, that he might bring us safely home to God." 1 Peter 3:18



## Respond

We personally choose to trust Jesus as Savior and Lord.

"Now change your mind and attitude to God and turn to him so he can cleanse away your sins."  
Acts 3:19

"To all who received him, he gave the right to become children of God. All they needed to do was to trust him to save them." John 1:12

"And now just as you trusted Christ to save you, trust him, too, for each day's problems. Live in vital union with him." Colossians 2:6

As already mentioned, many teens in JJM settings have a desire to read the Bible. However, they may express confusion or even frustration over their ability to understand what it says. Often times this stems from attempting to read the Bible from "cover to cover" without being able to detect a unifying theme. In light of this, you may be able to help them visualize the overarching story of the Bible with the following acrostic from Dare2Share Ministries.

**G**OD created us to be with him. (Genesis 1-2)

**O**UR sins separate us from God. (Genesis 3)

**S**INS cannot be removed by good deeds. (Genesis 4 - Malachi 4)

**P**AYING the price for sin, Jesus died and rose again. (Matthew - Luke)

**E**VERYONE who trusts in him alone has eternal life. (John)

**L**IFE with Jesus starts now and lasts forever. (Acts - Revelation)

## JJM RMAs

JJM Ministry Leaders build Authentic Christ-sharing relationships with lost kids through a balanced practice of the 5 Relational Ministry Actions. Relational Ministry Actions create a place where 3Story relationships are established and cultivated. The 5 RMAs are:

**Contacting** - To initiate new relationships with lost young people.

**Building Time** - Spending time in shared experiences with young people to build new relationships and grow existing ones.

**Programming** - Organized large or small group opportunity addressing the needs of specific young people in a safe, friendly environment to discuss relevant topics and connect them to God's truth.

**Appointments** - Meet with young people to focus on their individual needs

**Aftercare** - Formalized program to establish authentic Christ-sharing relationships with young people who transition from a juvenile justice facility. The ultimate goal of Aftercare is transformed lifelong followers of Jesus.

\*The term "Ministry Leaders" refer to all leaders, both adult and young leaders, paid and volunteer, who serve at a ministry site. RMAs are best accomplished by a TEAM of at least 10 Ministry Leaders per site. Please refer to the YFC Knowledge Base for the RMA Processes, standards and best practices.

## **CONTACTING**

To initiate new relationships with lost long people. "For the son of Man came to seek and to save what was lost." Luke 19:10

### **WHY**

#### **Mass visibility on a regular basis**

Contacting helps you and your team to be seen as a part of the facility. You are an "adult IN the teenage world." It makes meeting someone for the first time easier and more natural when they've seen you around. Contacting promotes JJM by enlarging the pool of teens aware of JJM and by reminding teens already involved in upcoming RMAs.

#### **Meet new teens**

Teens can tell their friends about JJM, but there is no substitute for meeting the ministry leaders first-hand. With every teen your team meets, you gain a little more knowledge about "your facility." There's probably more truth than cynicism to the adage, "It's not what you know, it's who you know."

#### **Grow existing relationships**

Meeting new teens is the key purpose of contacting but it also provides opportunities to grow existing relationships. Ministry leaders are able to touch base with regular JJM teens, those who have not been involved for a while and those they've met recently.

### **WHERE**

#### **On the Unit**

One ideal location for meeting new teens in JJM is on the unit. Young people have significant "down time" and it is easier to engage many teens in initial good conversations. We understand that not everyone can get access at this moment to their units but encourage you to continue to build relationships with the facility in hopes of opening that door in the future.

#### **Cafeteria**

The cafeteria can be a great place to connect with teens for the first time. Most mealtime is agenda free so most young people are open to conversation. Make sure you check with staff first, sometimes talking during meals is not allowed.

#### **Recreation**

Recreation time can be a great time to connect with lots of teens in a short period. Typically, rec-

reaction time is free time and teens will be just walking around or participating in some type of game.

## **WHAT YOU NEED TO KNOW**

To make contacting as effective as possible go as a TEAM and be sure you:

### **Meet someone new**

Don't fall into the trap of spending all your time with teens you already know. Target key teens who could help promote JJM if they get involved.

### **Give teens space**

Relationships take time. Be sensitive to the teens' response and don't wear out your welcome. "Be seen, be known, be gone!"

### **Remember names**

Making the effort to remember names demonstrates that you are interested in each teen as an individual.

### **Follow up contacts**

Consciously (or in writing) keep track of new contacts and seek out opportunities to build on the relationship.

### **Make use of relationships the team already has**

Teens you already know are your best connection to the rest of the teen body. Introduce yourself to their friends (or train them to) and arrange to attend events with them.

### **Remember your mission**

Believing teens will be better off if they get to know you will give you confidence to initiate a relationship rather than fearing rejection. Be patient--it does get easier with every teen you meet.

\*Please refer to the Contacting Process, Standards and Best Practices: <https://yfc.force.com/knowledgebase/s/article/Contacting>

#### **TIP:**

Remember, you are an adult  
in the midst of teens

## **BUILDING TIME**

Spending time in shared experiences with young people to build new relationships and grow existing ones.

"Follow my example, as I follow the example of Christ." I Corinthians 11:1

## **WHY**

### **Develop 3Story relationships through a shared activity**

Building times are opportunities to GET TO KNOW teens your team meets through contacting or at programming. As teens get to know you, it breaks down religious stereotypes and you "win the right to be heard."

## **Model a relationship with Christ**

Our Ministry Leaders demonstrate an authentic relationship with Christ whenever we spend time with teens in real-life situations i.e. playing basketball, playing cards, spending time on the "outs", hanging out on the pod. Teens we spend time with see the credibility of Christianity, develop a positive attitude toward the Gospel, and are more likely to respond to Christ at a future appointment or programming.

## **WHAT YOU NEED TO KNOW**

To make Building Times as effective as possible be sure you:

Avoid spending all your time with a few teens that you feel comfortable with.

### **Plan the right building time**

The best building time is simply doing an activity that a group of teens enjoy. A building time will be especially memorable if the teens experience something new if possible.

### **Set a good example**

Just as being a positive example "wins the right to be heard;" setting a negative example loses the right to be heard.

### **Know the rules**

As a guest of the facility, it is important to understand the rules and guidelines when it comes to interactions with teens. When in doubt ask for permission before doing anything.

\*Please refer to Building Time Process, Standards and Best Practices: <https://yfc.force.com/knowledgebase/s/article/Building-Times>

## **PROGRAMMING**

Organized large or small group opportunity addressing the needs of specific young people in a safe, friendly environment to discuss relevant topics and connect them to God's truth.

"He welcomed them and spoke to them about the Kingdom of God." Luke 9:11

## **WHY**

### **Holistic Needs Addressed**

Programming allows for a diverse range of topics and activities that address tangible and relevant holistic needs of young people. With permission from the facility, JJM leaders are able to customize programming that will meet the specific needs of young people inside.

### **Community Created**

Time in programming may be the only positive community young people incarcerated may have.

By making programming engaging and fun you allow young people to learn together and create connections.

### **Ministry Identity Formed**

Creative engaging programming can help form a positive ministry identity in both the eyes of the young people and the staff. When ministry is seen as an asset to the facility, more opportunities for involvement are offered.

### **Provides Opportunity**

Programming is the regular point of contact around which the other RMA's naturally revolve. After experiencing a meeting, teens are more likely to participate in other RMAs making JJM a place to get involved.

## **WHAT YOU NEED TO KNOW**

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Although weekly Programming will to some extent take on the personality of the ministry leader team, facility, and teens involved, to make it as effective as possible, be sure you consider the following:

### **Preparation**

Know the topic at least a few weeks in advance (use curriculum for the best results). This gives ministry leaders time to prep content and illustrations from current events or the media that relate to the topic. Try to make the content as interactive and relevant as possible.

### **Location**

Create the best learning environment you can based on the location you are given inside the facility. As your relationship with the facility grows, discuss other possible locations that might be more learner focused.

### **Non-Christian friendly**

Our goal is to create programming that communicates at their level, without "churchy" language and assuming no knowledge of the Bible.

### **Involvement**

Meetings need to allow teens to learn, interact, be actively involved, and express their opinions and ideas.

\*Please refer to Programming Process, standards and best practices: <https://yfc.force.com/knowledgebase/s/article/Programming>

# APPOINTMENTS

Meeting with young people to focus on their individual needs.

"We instructed you how to live in order to please God..." 1 Thessalonians 4:1

## **IMPORTANT NOTES:**

- All one on one ministry is done MALE: MALE or FEMALE: FEMALE. When necessary to do an appointment with a teen of the opposite sex take a ministry team member that is the same sex as the teen. Just one accusation (true or false) of inappropriate behavior can discredit the ministry and damage the reputation of Youth For Christ. It is also a great idea to let parents know you are meeting with their teen.
- Sometimes appointments with Middle School kids are more productive with 2 kids and 1 adult.

## **WHY**

### **Know more about a teen**

Generally, ministry leaders will learn more about a teen in an one-hour appointment than from their involvement in weeks of Programming and Building Times. For some teens, ministry leaders may be the most trusted adults they know. The individual attention encourages teens to open up, allows ministry leaders to give honest feedback, and makes a teen feel valued and cared for. New 3Story relationships are developed and existing 3Story relationships are deepened.

### **Address a specific need**

Appointments can address an issue raised by the teen or personalize a discussion from a recent program. They are also effective for follow up, checking up on new Christians and the discipleship of growing Christians.

### **Present the Gospel**

Youth For Christ veterans will attest to the extreme value in having a teen's undivided attention while discussing the most important issue in all of life: A personal relationship with Jesus Christ. See Sharing God's Story.

## **WHAT YOU NEED TO KNOW**

To make Appointments as effective as possible be sure to...

### **Pray**

Although no RMA should be done without prayer, it is especially important in an appointment to be sensitive to God's direction in responding to the teen.

## **Select appropriate location**

The meeting place should be free of distractions or interruptions and allow for relaxed conversation. Make sure unit staff know you are having the appointment

## **Assume nothing**

Be careful not to guess what the teen is thinking, project how they will respond, or expect them to be as spiritually mature as you are. Also remember there are two sides to every story.

## **Get to the point**

When a teen requests an appointment to talk about a specific issue, avoid the temptation to begin with a lot of small talk. Get to the point.

## **Use coaching skills**

Be genuinely interested in what they say and listen carefully to understand what they mean. Don't be shocked by what you hear, and always accept them unconditionally. Teach them to be independently dependent on Christ. Help them list possible solutions, instead of giving them all the "right" answers.

## **Use un-churched sensitive language**

When applying biblical principles avoid "churchy" vocabulary and Christian clichés. Recognize that many teens have little Bible knowledge and need a detailed explanation of Bible stories or references.

## **Know your limits**

Don't claim to know more than you do. If you can't answer a question, offer to find an answer and get back to them. If you cannot help, refer them to someone who can and help them make the transition.

## **Maintain confidentiality**

Promise confidentiality except in cases of a teen being hurt or threatening to hurt themselves or others. Your chapter should have a policy that meets their state's requirement for reporting abuse.

\*Please refer to Appointments Process, standards and best practices: <https://yfc.force.com/knowledgebase/s/article/Appointments>

### **TIP:**

You will get stood up!  
Be patient and keep pursuing.  
Appointments are worth it!

## AFTERCARE

Formalized program to establish authentic Christ-sharing relationships with young people who transition from a juvenile justice facility. The ultimate goal of Aftercare is transformed lifelong followers of Jesus.

"What do you think? If any man has a hundred sheep, and one of them has gone astray, does he not leave the ninety-nine on the mountains and go and search for the one that is straying? Matt 18:12

## WHY

### **Continues Authentic Christ Sharing Relationships**

We have an incredible opportunity to meet youth in the middle of crises and allow Christ to transform their hearts and lives, but what about when they are on the "outs", when they are released? How do we work together with other YFC core ministries, the local church and other likeminded partners with all the restrictions and challenges of working with previously incarcerated youth? We want to be about lifelong followers of Christ who change their generational habits and start to impact their community through a life transformed.

### **Needs Are Met Post Incarceration**

If young people are going to be successful and not end up right back in the facility they are going to need significant help getting many of their needs met. Young people will need help finding jobs, getting drivers licenses, even housing. Staying connected to young people once they leave gives us the opportunity to help them become stable.

### **Reduces Recidivism**

We know that unfortunately a majority of the teens we will see will find their way back to the facility again in the next year or two. By connecting with teens after they have been released, we can help give them the tools, relationships, and help they will need to make it on the outside and not find their way back into the facility

## WHAT YOU NEED TO KNOW

### **Get Permission**

It is essential that you acquire all the needed permissions for connections with teens once they leave the facility. Making sure the probation officers, parents, and or the facility are aware of your desire to stay connected to young people is extremely important.

### **Assess Needs**

It is important to take the time to assess the needs of each young person interested in aftercare. Do they need a job? Are they in need of housing? Do they want a mentor? Completing an assessment on each young person is essential if we are going to be able to help them effectively once they are released.



## **Frequent Connections**

It is crucial to connect with young people often if an aftercare connection is going to be successful. We recommend 48 points of contact with teens (face to face, txt, phone, email, social media) in a year. While it may be easier to txt or email, face to face connections will almost always be the more transformative.

## **YFC JJM FOCAL POINTS**

### **BALANCED PROGRAMMING**

Using outreach, Bible study, small group programming, and personal mentoring to meet the physical, emotional, mental and spiritual needs in a young person's life.

Giving every teen inside of a juvenile facility the opportunity to be involved in an authentic Christ sharing relationship with a positive adult is JJM's highest focus. In order for this to happen we have to bring different types of programming into the juvenile facility. As you begin to strategize different programs for your facility, consider ways to engage every teen in some sort of experience during their time in the facility. While Bible Studies and Church services provide a deep level of spiritual connection with teens, they are optional and attendance may be limited. Life skills, job skills, even JJM clubs may provide an opportunity to reach every teen in the facility.

### **FREQUENT CONNECTIONS**

Entering into a young person's world to build healthy relationships and model Christ-like behavior on frequent and ongoing basis.

As we focus on building relationships with teens in the facility it is important to have both consistency and frequency. Most teens in the system have not had positive adults regularly engage them at any point in their lives. It is significant when YFC staff and volunteers show up often inside a juvenile facility. Having almost a daily presence inside is important if we are going to be able to build relationships that continue after a teen's time in the facility.

### **ONE-TO-ONE CONTACTS**

Meeting individually with a young person to provide personal attention and focus on specific needs.

Everything we do inside a juvenile facility is to move us closer to a one-to-one connection with a teen. We use all of our programming and time on the units to move teens into conversations with staff and volunteers.

## **AFTERCARE**

Creating systems and structure for sustained relationships to help youth successfully re-enter their communities and raise up lifelong followers of Jesus.

We have an incredible opportunity to meet youth in the middle of crisis and allow Christ to transform their hearts and lives. What happens when they are released? How do we work together with other YFC national ministries, the local church, and other likeminded partners especially considering the restrictions and challenges of working with these teens? We desire to raise up lifelong followers of Christ. Our hope is to see them change generational habits and start to impact their community through a life transformed.

### **What is JJM's Strategy for Aftercare?**

When youth are transitioning to a residential or home setting, it is the key time to be available and intentional in helping them succeed in their re-entry.

Assess needs of the individual youth. (Who are the adults in their life? What is the home life or residential setting like? Is there a loving, consistent person involved in their transition?)

Recognize the current state/county services around the youth. (Probation officer, Parole officer, Guardian ad Litem, Professional Counseling, etc.)

Recognize faith-based resources available to the youth. (Local church, partnering faith based non-profits - JJM, Young Life, Mentoring programs, etc.)

### **Three Strategies of Aftercare**

1. Mentoring "Life Coaching"- One loving adult committed to one youth for a year can make all the difference in a teen's success or failure. This can be:

- a one-to-one meeting each week for at least an hour
  - a group setting where they are encouraged by peers or other mentors
  - planned events that give opportunities for youth to have healthy interaction with peers and adults
  - correspondence through phone, text, email, Facebook, skype or letters
2. YFC National Ministries that can work together with you. JJM youth need a healthy environment to get connected as they transition back into society.
3. Connect to local church ministries made up of loving adults who can help JJM youth transition into a faith community.

### **A Few Tips to Consider:**

- Always have full permission of the facility you are working with to provide ongoing follow up of youth.

- Most mentors working with youth in the community one-on-one require 6-8 hours of training to understand our relational model as well as adolescent needs (i.e. 3Story, Trauma informed care, Cognitive Based Therapy, High Risk Youth training, Understanding the mindset of Poverty, etc.)
- We ask volunteers to give a year to our mentoring program with 48 points of contact in 52 weeks.

## SAFETY IN THE SYSTEM

As you begin to work in the juvenile justice system safety needs to be one of your top concerns, not only for yourself, but the teens that you work with. Below you will see some tips for protecting yourself and also the identity of the teens in the facility.

### Establishing Firewalls

- Use a cell phone for contact with youth or their family members.
- All mail is sent through the ministry address or a post office box.
- Use care when contacting youth upon release from the facility

### Confidentiality

All personal information about teens, even their names, should be kept to yourself and to your ministry staff.

#### How we violate confidentiality:

- Discussions volunteers have with colleagues, family and friends.
- Conversations in public that may be overheard by others (i.e. restaurants).
- Asking for prayer for specific issues regarding teens.
- Using a teen's real name in a newsletter or publication

#### Examples of simple ways confidentiality is often violated:

- Some requests seem very innocent and granting them would appear to be a simple kindness.  
"Would you please call my girlfriend and let her know that I'm OK." This could actually be a call to the victim of a sexual assault or other crime. Such a call would cause a fresh layer of pain, fear or intimidation
- A request for information can have a deeper meaning.  
"Have you seen Marcus lately? I've been wondering how he is doing." This could easily be a request to learn about a criminal partner or a victim for the wrong reasons.

## **Physical Contact is Okay**

- When it is within the bounds of the facility's policy
- When it is done in full view of the staff
- When it is done from the correct motives

## **Dos and Don'ts to Stay Safe**

- Don't give out anyone else's personal contact information
- Notify the appropriate supervisor and the staff/volunteer if a potential problem is noticed.
- Be watchful for careless or inappropriate actions by other ministry staff/volunteers.
- Be careful with items brought in. Something as small as a paper clip or a staple can be used as a weapon or for self-harm. Know the rules about these items.
- Don't give anything to a teen or take anything from them without clear permission of the appropriate facility staff

## **Mandatory Reporting**

We are required by law to report to child protective services and/or the police whenever a youth discloses:

- A plan to commit a crime or escape
- A plan to hurt themselves or another person
- An incident of physical/sexual abuse

## **TRAFFICKING**

Sex trafficking is a prevalent issue among young women within the juvenile justice system. Trafficking can often go hand-in-hand with other offenses, and many young girls find themselves vulnerable to a trafficking environment due to proximity or relationship. Often victims of sex trafficking will not disclose their situation and are missed in initial screenings by system staff. However, through depth of relationship, teens may begin to share pieces of their story and it may become evident that the youth has been victimized. It is important for JJM staff and volunteers to be aware of this issue, know some of the signs and symptoms, and have some familiarity in working with those victimized by sex trafficking.

Our hope is that this information will challenge you to begin a conversation with your facility and know their policy on the issue of sex trafficking. We also hope that information will help you better understand what to look for if you are concerned about a youth who may be at risk or currently being victimized.

**Facts:**

Definition of sex trafficking: When any person is employed, used, persuaded, lured, forced, coerced or transported to engage in sexually explicit conduct for the sake of any visual depiction of said conduct, often in return for money, basic resources or approval.

- National average age of entry between 12 and 15 years old
- Recruiters AKA Pimps are business leaders, gangs, family/guardian, BF/GF relationships
- Youth involved in trafficking are expected to live 7 years after point of entry
- Top causes of death: #1) Homicide #2) Suicide

**Adversity and high risk youth are the most vulnerable to be victimized because:**

- Age
- Poverty
- History of neglect and abuse
- Substance abuse
- Mental health
- Youth in foster care
- LGBTQ community
- Lack of healthy relational boundaries
- Joblessness
- Runaways
- Insecurities
- Street minded behavior
- Broken families
- Overly independent

**TIP:**

Remember that you don't need to be an expert at everything! Collaborate with others who have expertise in this space!

# SEXUAL EXPLOITATION

## -RECRUITMENT-

### TYPES OF PIMPING

- Boyfriend/Romeo Pimping
- Gangs
- CEO Pimp
- Familial
- Gorilla

### TACTICS

- Charm, gift giving, promises, romantic/relational
- Invitation to "family" for protection and to belong
- Uses money, power and business strategy to coerce
- Guilt, blackmail, threats
- Force, kidnapping, online connection, drugs, violence

### TARGET

- Those looking for love and acceptance. Runaways. Young.
- Those with broken families, history of abuse and street minded survival
- Aspiring models, dancers & entertainers
- Children and spouses
- Teens at part, mall, social media, those lacking supervision

### Signs and Symptoms:

- Codependent relationships
- Aggressive
- Overly independent
- Past/Present abuse
- Self-Harm
- Frequent absences from School
- Romantic relationship with person older (by 4 years or more)
- Has to ask permission for basic things
- Provocative clothing
- Small tattoos with someone's name or symbol
- Hypervigilance or dissociative behavior
- Difficulty connecting memories/stories
- Protective of someone who abuses them
- Labeled and criminalized by family/friends, by the legal system, and by society
- Layers of trauma and manipulation, often connected to most trusted contacts

## How to Help:

- Know your facility's protocol for exploited youth. Be sure to report any concerns to your facility
- Be non-judgmental
- Listen more than you speak
- Ask good questions about safety and situation to help understand the risk and reality of their situation
- Don't have expectations, a youth will disclose what they feel comfortable disclosing in their own time
- Let the youth know you care about them and you want to help
- Be consistent, they will put up many walls before they let you in

## SITE VISIT

One of the best ways to learn about JJM is to see it in action. We recommend that you visit a "Site of Excellence".

It is not only important and valuable for you to see great ministry but it is also helpful if a National Leadership Team member comes to see you do ministry during your first year. They are a great asset to your success in ministry, giving you encouragement and helpful feedback. Contact a National JJM team member to get the names of sites to visit and team members.

## COACHING

A coach in any area of expertise can be extremely valuable. This could be a person you are most honest with in sharing your fears and failures in ministry. It could also be a person that has been around long enough to have answers to some of your questions. Contact a National JJM team member to be paired with a potential coach in your area. We would love to assist you.

## IMPACT

YFC Impact is an important way to track ministry practices around the 5 Essentials that will give us real time feedback on how to improve our ministry efforts. This effort to input your local site information joins you together with the entire movement of YFC/USA allowing us to count your ministry effort toward reaching lost teens across the nation.

The "how-to" of using our online Impact reporting system is embedded in the system itself. There are scores of instructional videos to help JJM leaders learn how to use Impact [www.yfcimpact.net](http://www.yfcimpact.net). YFC/USA has also provided extraordinary personal support to aid you in your growth as an Impact user. You can schedule customized tutorials or webinars to help you to benefit from this online tool.

You can make the commitment to lead your JJM site by reflecting regularly on reports that help you think about what you're doing well and what needs improvement.

# STARTING JJM

If you are starting a new ministry site follow the “Establishing A New Ministry Site or Area” Process ([www.yfc.force.com/knowledgebase/s/article/Establishing-A-New-Ministry-Site-or-Area](http://www.yfc.force.com/knowledgebase/s/article/Establishing-A-New-Ministry-Site-or-Area)).

The following are important considerations in the start-up process, please don’t attempt a new start-up alone. Assistance from the National Service Center and/or a chapter with a strong JJM history is your best ally. **You start from scratch only once - do it right!** Not only will your ministry be stronger, the reputation your ministry builds will impact the entire area.

There is no exact path to starting JJM. Starting JJM will look differently in every situation and location across the county. It is important to know your community and the facilities that reside in it in order to know where to start. As you consider the possibility of ministering inside a facility it would be helpful to know the following information:

- Type of facility (short term, long term, residential, treatment)
- Typical length of stay for a teen
- Name or connection within the facility
- Type(s) of programming you want to offer

Typically, you can find information about most juvenile justice facilities at your local city or county government website.

Once you have identified a facility that you believe could be a great starting point, your next step is meeting with the facility. Typically, within most juvenile justice facilities there is a volunteer services director or someone in charge of groups. This person would be your best first connection. If there is not a person in this role, it is ok to ask to meet with the superintendent or director. The easiest way to figure this out is simply to call the facility, explain that you may want to volunteer and ask who would be the best person to talk to.

The next step is the actual meeting with someone from the facility. Feel free to look at the “first encounter” document on the JJM website to help you better prepare for the meeting ([www.yfc.net/images/uploads/resources/The\\_First\\_Encounter.pdf](http://www.yfc.net/images/uploads/resources/The_First_Encounter.pdf)). This initial meeting will be important as you consider starting ministry. Make sure you are on time and dressed professionally for this meeting (See Professionalism section). Be yourself and learn as much as you can about the facility and the opportunities you might have for getting started within the facility.

## INITIAL PROGRAMMING

It is important to understand that in some facilities, you will not have the opportunity to “choose” what programming you will start with. This is ok! Our focus initially is on meeting tangible needs of the facility. Programming such as life skills and job skills can be an easy initial starting programs until you gain trust and build relationships with the staff. Be prepared to consider these types of programs initially until you are able to start more “ministry” types of programming down the road. Earn trust and build relationships and you will see more and more opportunities for programming.



# DEVELOP A MINISTRY LEADER TEAM

You started in youth ministry because of the teens. You desire at your core to tell kids about Jesus and see him change their lives forever. You might not have considered that part of your job would be leading a ministry team of volunteers. It is not just a part of your job, it is KEY to reaching every possible teen in a school. You HAVE to multiply yourself to reach as many teens as possible, to be prepared in times when you are absent, and to really minister to the deep needs of teens.

**It does not start with forming a ministry team, it starts with our hearts.**

We have to believe that we are called to lead teams of people to reach kids. Ephesians 4:11-12 says, "Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ." What if we inserted "JJM leaders" in the place of "evangelists?" Now read the verse again. This would mean that we are responsible to equip the saints.

## RECRUITING

Thankfully God doesn't call us to walk through the ministry journey alone. He knows we will suffer emotionally, financially, and spiritually if we don't invite others to lead with us. He also knows our needs and promises to provide. A good realization to come to early in ministry is that you will have to recruit and empower others AND it will require time, patience, and prayer. Carve out space in your schedule to make a plan, and ask God to provide exactly what you need. Don't relegate empowering others to whatever time you can "take away from ministry" to scrounge up some help.

One of the best approaches we have seen in JJM is the use of "See the Story" events on the inside of the facility. This obviously will take a bit of time building relationship in order to get permission but once you are able to host one we highly recommend it! You can see more info here! [www.yfc.net/resources/see-the-story-event](http://www.yfc.net/resources/see-the-story-event)

## SCREENING

Adults interested in joining your ministry team must complete an application. A YFC staff person must check references, perform background check, do an interview, and file all information. It can also be helpful at this stage to use one of the many free online spiritual gift assessments in order to properly place them into a ministry team role.

## TRAINING

Now that you have the right team members it is important properly train them for the ministry that God has called them to. It will be important initially to help them understand the juvenile system, high risk teens, and ways they can keep themselves safe and secure. You can find initial JJM training at <http://www.yfc.net/resources/volunteer-training>. You can also access YFC JJM online training videos at [yfc.learnsocially.com](http://yfc.learnsocially.com)

## 3STORY

3Story means living in a fresh, abiding, moment by moment dependence on the Father and joining him in the work he is already doing in the lives of lost teens all around. It is largely focused on creating space in my life to hear from God and creating space in my life to listen to and love others well.

There are three resources which will help you as you begin to understand this 3Story life:

1. Go to [www.3story.org](http://www.3story.org) and click on the "Lawn Chair Boy" video. Then take some time to read the sections labeled God's Story, My Story and Their Story. Be sure to check out the Daily Bides, which are new five days a week and aimed at helping kids follow Jesus.
2. Request a copy of the 30-minute 3Story video (303-843-9000). This video will give you an overview of 3Story as well as interviews with kids and staff who are living it.
3. Host a 3Story training in your area. A list of Master Teachers is available on the website. There are 3Story training experiences offered regionally and nationally.



- **Will I be expected to coordinate services for teens of a different faith?**

When you have earned the respect of the facility to allow you to vet other ministries and hold the keys to religious services at your facility it is a very humbling position to be in. When we are asked by youth to coordinate services for other faith beliefs I will accept that responsibility to meet the felt need of the youth knowing full well that I will have more opportunity to interact with that youth about their faith. It is also a clear indicator to me that they are curious about their faith. I will let them know when I have made contacts but have found the youth is usually less interested in that other religion and more interested in having an authentic relationship and this allows me to build that to be authentic Christ Sharing relationships.

- **What about prevention?**

With 1280 state and country facilities along with thousands of other privately run group homes and centers we believe that our unique calling is to reach teens who have entered the juvenile justice system. Because of this focus, it is important to collaborate with like-minded partners in the community who can be the prevention focus for high risk teens.

- **What if I don't have a facility in my community?**

Look carefully! Most communities don't advertise or promote their facilities, so chances are you have one nearby. But remember that you don't necessarily have to start JJM in a juvenile facility. YFC JJM works with teens in the system not just in facilities. Diversion programs, probation groups, community service projects are great ways to get started in JJM without having a facility.

- **How do I follow up with teens when they get released?**

Building relationships with the facility and probation is important for many reasons, but critical to get permission to connect with teens after release. The policy in most facilities is that you can give a teen your contact information inside the facility and hope they call, but ideally getting permission from their Probation Officer for the teen to give you their contact information is more effective. Inviting teens to other ministry opportunities is another good way to connect with them after release.

- **Can I start with mentoring first?**

Mentoring is most effective when it is connected to health JJM ministry inside the facility. High risk teens struggle with trusting adults and therefore need to have a consistent presence during their time inside in order to gain enough trust to connect them to a mentor on the outside.

- **Who can help me if I get stuck?**

The National JJM Team is ready and waiting to help you throughout the process of starting JJM. If you need help with planning, training, resources, or just want to bounce some ideas off of someone you can contact us today at [www.yfc.net/jjm/about/national-leadership-team/](http://www.yfc.net/jjm/about/national-leadership-team/)

# RESOURCES

**JJM Website:** [www.yfc.net/jjm](http://www.yfc.net/jjm)

**JJM Resource Page:** [www.yfc.net/resources/search?category=196](http://www.yfc.net/resources/search?category=196)

**JJM Summary:** [www.yfc.net/resources/jjm-summary1](http://www.yfc.net/resources/jjm-summary1)

**JJM National Leadership Team:** [www.yfc.net/resources/jjm-summary1](http://www.yfc.net/resources/jjm-summary1)

**JJM Online Training:** [yfc.learnsocially.com/](http://yfc.learnsocially.com/)

**JJM Sample Job Description:** [www.yfc.net/resources/jjm-director-job-description](http://www.yfc.net/resources/jjm-director-job-description)

**JJM Aftercare Summary:** [www.yfc.net/resources/juvenile-justice-aftercare](http://www.yfc.net/resources/juvenile-justice-aftercare)

# SAFETY FIRST

You didn't come into youth ministry so you could think about safety, But taking a little bit of time to think about it now can save you a lot of time thinking about it later. What will you do if a guy takes that awesome game a little too far and breaks his arm? Or if a girl has an asthma attack in the middle of your talk and she's turns purple on the floor? Or worse yet, what if one of your kids confides in you that her dad is sexually abusing her? What will you do? Who can you turn to? Unfortunately, these situations and worse have happened at Campus Life. If you can prepare in advance it will dramatically improve your chances of handling the situation appropriately.

## **YOUR RESPONSIBILITY**

First and foremost, you need to recognize that the responsibility for the safety of the students, ministry leaders and other staff at your ministry site is yours. It is not your Executive Director's, not the YFC National Service Center's—It is your responsibility as a Ministry Site Leader. It's a serious and significant responsibility before God and the truth is parents trust you with their teens. Young people trust you with their stories. Youth For Christ trusts you to follow our policies and to be smart. What happens at your ministry activities is your responsibility.

## **RESOURCES**

The single best resource you have is your own God-given common sense. Before you put a student in a position where they could be hurt, stop and ask, "Is this a good idea?" Have a plan in place for how you will respond if there is an emergency. Seek accountability to make sure you are thinking this through, and offer mutual accountability to other staff and volunteers. The following processes can be found on the YFC Knowledge Base: Risk Management—Youth Protection, Risk Management—Incident Reporting, and Volunteer Life Cycle—Inviting, Screening and Onboarding as well as the YFC Safety Standards document. These documents will serve to help you create safe environments for kids and YFC leaders alike.

YFC is also here to be a resource for you. You don't have to do this alone; your peers and Executive Director are here to help. Email [riskmanagement@yfc.net](mailto:riskmanagement@yfc.net) if you have questions about or need assistance with safety standards, best practices, our liability insurance coverage, or if you just need someone to help you think through a problem or create a safety plan. We are here to help!

1 Peter 5:8 calls us to "Stay alert! Watch out for your great enemy, the devil. He prowls around like a roaring lion looking for someone to devour." God won't ask you to be sober and vigilant without giving you the ability to do it. Be smart, be accountable and follow the guidelines on the next page, and you will be fine. 99% of the injuries and lawsuits we face happen because no one was thinking.

## **BASICS OF SAFETY**

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**Volunteer Life Cycle - Inviting, Screening and Onboarding** - this process is found in the YFC Knowledge Base and the standards set forth in this process must be used for all ministry leaders (volunteers).

**Mandated Reporting** - When a minor is being abused or neglected, and you or one of your ministry leaders become aware of it, you have a legal and moral responsibility to report it to the authorities. It doesn't matter if the young person thinks it's ok, and if they told you in confidence. We must make a report to Child Protective Services or the police. Contact your Executive Director, and make the report together following the standards set forth in the Risk Management-Incident Reporting document found on Knowledge Base.

**Behind Closed Doors** - One adult should never be behind closed doors with one young person, including in a vehicle. Whether your intentions are good or not, an accusation of wrongdoing could derail your ministry and irreversibly stain your reputation. Avoid the appearance of all evil, protect yourself and your kids, don't be alone with a kid or allow a ministry leader to be.

**Who Can Drive?** In order to be a driver for any YFC or Campus Life event, a driver must be at least 21 years old, have a valid driver's license and meet a certain standard of auto insurance (\$100,000/\$300,000 limits) on file.

**Permission Slips** - YFC has a standard "Parental Permission and Release Form" which is required for all trips and special events. A copy is available on the YFC website, or someone in your chapter may already have a copy.

**15 Passenger Vans** - Several years ago, our board, attorney and insurance company adopted a mandate that we cannot use 15 passenger vans in YFC. There are no exceptions to this rule, and it doesn't matter if someone wants to let you use it for free, these vans have an unacceptably high rollover rate and we do not use them. Please email [riskmanagement@yfc.net](mailto:riskmanagement@yfc.net) regarding van usage and other facts to be considered when using vans to transport kids for YFC.

**Incident Reports** - If someone gets injured or something illegal happens at, your site, notify your Executive Director and fill out an incident report. This form can be downloaded from the Risk Management Forms and Documents link on Impact or from a link found in the Risk Management - Incident Reporting process found in the YFC Knowledgebase.

## **BE DILIGENT**

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As you remain diligent about following policy and thinking through safety issues, you protect yourself, your students, your team, your reputation and YFC. It's amazing how often problems come up "that one time" when we didn't follow our policies! Don't take a day off on safety. And don't allow your coworkers or ministry leaders to either. Mutual accountability makes us all better.

